

14<sup>th</sup> Annual Conference on

# EMPLOYMENT PRACTICES LIABILITY INSURANCE

Fighting the Tide of Expensive Litigation and Increased Risk

January 21-22, 2009 | The Helmsley Park Lane Hotel, New York City

## Conference Co-Chairs:



**Lucy Ann Galioto**  
Vice President  
AIG Executive Liability



**Wanda E. Flowers**  
Chief Counsel, Labor, EEO  
& Employment, Sunoco, Inc.

## Keynote Speaker:



**Constance S. Barker**  
Commissioner  
U.S. Equal Employment Opportunity  
Commission

## 2009 Speakers include:



**Mark W. Bennett**  
United States District Court Judge  
Northern District of Iowa

## Hear plaintiff-side insights, including:

Outten & Golden

Mehri & Skalet

Kahn Opton

Surdyk & Baker

Thierman Law Firm

Goldstein Demchak, Bailer Borgen & Dardarian

## Get best practices from:

The Hartford Financial  
Services Group

Zurich

AIG

Chubb & Son

Marsh

Willis

Lockton Companies

Wachovia Insurance Services

Lexington Insurance Company

McDonald's Corporation

The Home Depot

DHL Global Business

Services

Supervalu

Avoid **staggering liability** and **mismanaged risk**. Critical topics will include:

- › **EPLI market trends, developments and statistics**, including the **Betterley Annual Survey** results
- › New and emerging trends in **damages awards** and what's on the horizon
- › Reducing the risks and costs of **wage and hour litigation**: Plaintiff, defense and broker perspectives
- › **Retaliation** claims: Managing opened floodgates from recent U.S. Supreme Court decisions **expanding employee causes of action**
- › The latest plaintiff and defense successes in **class actions**
- › **Discrimination** claims: Assessing **new areas of risk** and how to minimize costs
- › **EPL risk management**: How carriers and insureds work together

Don't miss practical, intensive workshops – January 20, 2009:

**A** Fundamentals of Wage and Hour Law

**B** Managing and Defending Retaliation Cases

Media Partners:



Register Now • 888-224-2480 • [AmericanConference.com/EPLI](http://AmericanConference.com/EPLI)



# CONTROL THE RISING COSTS OF EPL CLAIMS!

**I**n the wake of the **economic downturn** and dramatic U.S. Supreme Court decisions, have you mitigated the heightened risk of **costly employment litigation**? Employer-friendly **retaliation decisions** are being **reversed** at a record pace; **wage and hour** litigation is exploding; and **new types of discrimination claims** are steadily on the rise.

Failing to stay up to speed and accurately assess risk could lead to **catastrophic losses**, including **multi-million dollar** verdicts and settlement amounts.

You cannot afford to miss the **American Conference Institute's 14th Annual Conference on "Employment Practices Liability Insurance"**. Top insurance executives, brokers, in-house counsel, plaintiff and defense counsel will update you on recent and emerging developments, and the latest strategies for **minimizing exposure, underwriting risk and managing claims**. Hot topics will include:

- › Assessing your **worst case exposure**: New and emerging trends in damages awards
- › The latest EPLI **market trends**, developments and statistics: Critical data that you can use in your daily work
- › Reducing the risk and costs of **wage and hour litigation**: Plaintiff, defense and broker perspectives
- › **Retaliation** claims: Preparing for expanded causes of action due to recent, troubling U.S. Supreme Court decisions
- › **EEOC** litigation trends and priorities going forward
- › **Discrimination** claims: **Controlling costs** in the face of new areas of risk
- › **EPL risk management**: Maximizing the relationship between the carrier and the insured

Meet and **reunite** with a real "who's who", while gaining **practical tools** from an exceptional speaker faculty. Based on past success, **spaces will fill up quickly**. Register now by calling 1-888-224-2480 or by faxing your registration form to 1-877-927-1563. You can also register online at [www.AmericanConference.com/EPLI](http://www.AmericanConference.com/EPLI).

We look forward to seeing you at the conference!

*"Fantastic conference with a significant mix of speakers and high level of expertise"*

Frank C. Botta  
Thorp Reed & Armstrong LLP, January 2008

*"The speakers were terrific and the overall program was very informative."*

Matthew Odalen  
AXIS Insurance, January 2008

## Who Will Attend

### EPL Professionals, including:

- Underwriters
- Claims Managers
- Product Managers & Leaders
- Legal Counsel
- Brokers

### From Companies:

- Legal Counsel
- Risk Managers
- Human Resource Managers

### Legal and Consulting Firms:

- Insurance Coverage and Claims Attorneys
- Labor and Employment Specialists
- Senior EPL Consulting Managers/Practice Leaders



### *Expand Your Network*

The complimentary **ACI Alumni Program** is designed to provide returning delegates with unique networking and learning opportunities beyond the scope of their conference experience.

**ALUMNI** Expand your Network at [www.my-aci.com](http://www.my-aci.com)

Register now: 888-224-2480 • fax: 877-927-1563 • [AmericanConference.com/EPLI](http://AmericanConference.com/EPLI)

## Day 1 | Wednesday, January 21, 2009

### 8:30 Opening Remarks from the Co-Chairs

*Lucy Ann Galioto*  
Senior Vice President  
AIG Executive Liability (New York, NY)

*Wanda E. Flowers*  
Chief Counsel, Labor, EEO & Employment  
Sunoco, Inc. (Philadelphia, PA)

### 8:45 EPL Market Trends, Data and Statistics: Results of the Betterley Annual Survey

*Richard S. Betterley, CMC*  
President  
Betterley Risk Consultants, Inc. (Sterling, MA)

In this session, Richard Betterley will provide you with useful data, statistics and analysis that will help you to better assess risk. Learn the results of the latest Betterley Annual Survey, and what they mean for the EPLI market going forward. Hot topics will include:

- Which market segments are growing/shrinking
- The latest and emerging market trends
- Predictions for 2009

### 9:15 Responding to Competitive Pressure in a Softening Market: Safeguarding and Growing Your Client Base

*Adeola I. Adele*  
Senior Vice President  
Marsh Inc. (New York, NY)

*Miles R. Afsharnik*  
Vice President, Director  
National Claims and Legal Resource  
Wachovia Insurance Services (New York, NY)

*Ann M. Longmore*  
National Practice Leader  
Global and Financial Risks Practice  
Willis Group Limited (New York, NY)

*Joe Werner*  
Vice President, EPL Product Manager  
Zurich (New York, NY)

- Staying competitive: Who's doing what
- How much more/less the market will soften
- How employers assess product offerings: Is it all about price?
- The most controversial, litigious coverage issues in 2008 and what's to come
- Impact of market conditions on rates and deductibles
- Direction of rates and attachments
- How brokers are representing their clients in the current market
- What types of unique and enhanced forms of coverage are available
- Factors impacting pricing and product offerings in the year ahead

- Considerations for policies in plaintiff-friendly states
- Role of state law in underwriting decisions
- What underwriters need to ask a potential insured in the current environment
- Unique factors to consider in underwriting new and emerging risks

Q & A

### 10:45 Networking Refreshment Break

### 11:00 Keynote Address: EEOC Plans for 2009 and Beyond

*Constance S. Barker*  
Commissioner  
U.S. Equal Employment Opportunity Commission  
(Washington, DC)

- Amount, frequency and types of claims in 2008
- Trends in enforcement actions brought by EEOC
- Lessons from the most significant claims in 2008
- Litigation and enforcement priorities in 2009 and beyond
- Update on plans to bring more systemic discrimination cases involving large numbers of workers
- Pending cases to watch out for in 2009
- Defending your case before the EEOC: Common mistakes and how to avoid them

Q & A

### 12:00 Networking Luncheon for Delegates and Speakers

### 1:15 Wage & Hour Litigation Update: Avoiding the Next Big Wave of Costly Claims

*Mark Thierman – Plaintiffs' perspective*  
Thierman Law Firm (Reno, NV)

*Jim McHugh*  
Assistant Vice President  
Lockton Companies, LLC (New York, NY)

*Michael Santocki*  
Area Vice President  
Arthur J. Gallagher Risk Management Services  
(New York, NY)

*Paul J. Siegel – Defense perspective - Lead Panelist & Moderator*  
Partner  
Jackson Lewis (Melville, New York)

- How much it can cost to defend and settle a wage and hour claim/class action
- Successful defenses: What has/has not worked in wage and hour cases
- Weight given by courts to releases obtained by employers for meal/rest period wage and hour violations
- Independent contractors: Current dangers around reclassification
- Broker and carrier responses to competitive pressure for enhanced coverage:
  - trends in defense-only and indemnity coverage
  - underwriting defense-only coverage: trends and best practices



- Minimizing the risks of claims on the basis of an unclear EPLI policy
- Interpreting “inter-related claims” in an EPLI policy
- Minimizing the risk of litigation: Best practices
  - drafting accurate job descriptions
  - revising wage and hour policies
  - effective management of salaried and hourly workers
  - ensuring compliance to avoid defense costs
- Conducting cost-effective wage and hour audits: Practical guidance

Q & A

## 2:30 Networking Refreshment Break

## 2:45 Class Action War Stories: Recent Plaintiff and Defense Successes

*Nina Krull*

Senior Claims Counsel  
Zurich American Insurance Company Specialties  
(Winston Salem, NC)

*Kathleen Hughes*

Director of Labor and Employment Law  
Supervalu, Inc. (Eden Prairie, MN)

*Cyrus Mehri – Plaintiffs’ perspective*

Founding Partner  
Mehri & Skalet, PLLC (Washington, DC)

*Gerald L. Maatman, Jr. – Defense perspective –  
Lead Panelist & Moderator*

Partner  
Seyfarth Shaw (Chicago, IL)

- 2008 in review: The leading class action settlements and rulings, and how they impact the EPLI market
- How the plaintiffs’ bar approaches litigation strategy relative to the size of classes and scope of recoveries
- Cutting-edge defense strategies for defeating class certification
- Litigation management of class actions: Budgeting, planning, and controlling EPLI expenditures
- Managing coverage challenges in employment class actions
- How to avoid, minimize, and manage class actions risks
- Pre-lawsuit negotiation of class action allegations: Views from the plaintiffs’ bar, EPLI carriers, corporate counsel, and the defense bar
- ADR and employment class actions: The latest on class arbitration of employment discrimination class cases

Q & A

## 4:00 Retaliation Claims: To What Extent Courts Have Opened the Floodgates and How to Manage an Upswing in Claims

*Wanda M. Morris*

Counsel, Employment & Labor Law  
The Home Depot (Atlanta, GA)

*Anne Golden – Plaintiffs’ perspective*

Partner  
Outten & Golden LLP (New York, NY)

*Dionysia Johnson- Massie – Defense perspective*

Shareholder  
Littler Mendelson (Atlanta, GA)

*David L. Keenan – Lead Panelist & Moderator*

Vice President and Claims Counsel  
Chubb & Son, a division of Federal Insurance Co.  
(Tampa, FL)

- Year in Review: Practical and financial impact of recent U.S. Supreme Court and lower court decisions, including:
  - *CBOCS West, Inc. v. Humphries* (“Cracker Barrel” case)
  - *Gomez v. Potter*
- Interpreting “adverse action”: How broad it is
- Preventing and minimizing punitive damages
- Underwriting coverage in light of recent case law developments
- Insurability of punitive damages in retaliation claims
- Countering the usage of discrimination and whistleblower claims as precursors to retaliation claims
- Preventing retaliation claims on the basis of an invalid discrimination claim
- To what extent defense counsel have succeeded at summary judgment
- Implementing risk management techniques, including:
  - developing and implementing an effective anti-retaliation policy
  - ensuring employee and management adherence to HR policies
  - monitoring supervisors for adverse actions following an employee complaint
  - implementing a reporting process for unlawful retaliation
  - resolving employee complaints fairly and confidentially
  - when and how to conduct an internal investigation
  - evaluating adverse employment decisions before they are implemented
  - documenting all employment actions

Q & A

## 5:15 Conference Adjourns

# Day 2 | Thursday, January 22, 2009

## 9:00 Opening Remarks from the Co-Chairs

## 9:15 What’s That Case Worth? The Latest Trends in Damages Awards and Where They Are Headed

*Mark W. Bennett – Lead Panelist & Moderator*

United States District Court Judge  
Northern District of Iowa (Sioux City, IA)

*Larry Fine*

Senior Vice President and Chief Technical Officer  
AIG Domestic Claims, Inc.

*Mercedes Colwin – Defense perspective*  
Managing Partner  
Gordon & Rees (New York, NY)

- To what extent damages awards have increased for EPLI claims
- Which cases generate the highest punitive damages awards and why
- Trends in compensatory and punitive damages in harassment cases
- Liquidated damages awards in wage and hour cases
- Lessons learned for avoiding multi-million dollar verdicts in wage and hour, and retaliation cases
- Assessing exposure in whistleblower cases
- How to present your damages case: What resonates with courts and juries

Q & A

**10:30 Networking Refreshment Break**

**10:45 Discrimination Claims: Protecting Against New and Growing Areas of Risk**

*Elizabeth Grossman*  
Regional Attorney  
U.S. Equal Opportunity Commission  
(New York District Office)

*Stephen B. Harris*  
Assistant Vice President and Assistant General Counsel  
The Hartford Financial Services Group, Inc.  
(Hartford, CT)

*Stephen H. Kahn – Plaintiffs' perspective*  
Founding Partner  
Kahn Opton, LLP (New York, NY)

*Wanda E. Flowers*  
Chief Counsel, Labor, EEO & Employment  
Sunoco, Inc. (Philadelphia, PA)

*Anne Cisela Bancroft – Defense perspective –  
Lead Panelist & Moderator*  
Partner  
Fox Rothschild (Princeton, NJ)

- EEOC's increased focus on systemic discrimination cases, caregiver responsibility and mommy/daddy track cases
- Defending associational discrimination cases
  - how these claims differ from other discrimination claims
  - successful plaintiff and defense strategies
- *ADA Amendments Act of 2008*: Financial impact of an expanded definition of "disability"
- *Genetic Information Non-Discrimination Act*: New areas of risk for employers
- Age discrimination
  - avoiding multi-million damages awards for back/front pay
  - significant class action rulings under the *Age Discrimination in Employment Act*
- Religious discrimination claims: How courts assess "accommodation"

- Workplace bullying
  - how EPLI policies cover these claims
  - recent 9th Circuit Court decision: workplace bullying as "actionable"
  - volume of claims in 2008 and what we can expect going forward
  - update on pending legislation in 13 states to prohibit workplace bullying
- Managing an employee that is a claimant: Minimizing the risk of further claims and exposure
- Implementing anti-discrimination policies and training: Concrete examples

Q & A

**12:15 Networking Luncheon for Delegates and Speakers**

**1:30 Mock Trial: Worst Case Trial Scenarios and How to Avoid Them**

Based on real-life cases, this exciting, interactive session will illustrate the most savvy defense/plaintiff arguments and witness questioning techniques that have been used recently. Watch how litigation can take an unexpected left turn, so that you can better understand the risks of going to trial and how to avoid unpleasant surprises. In addition, hear invaluable plaintiff and defense insights on what insureds, carriers and defense counsel can do to address vulnerabilities before it's too late.

Led By:

*Jacqueline Gallagher*  
Partner  
Obermayer Rebmann Maxwell & Hippel LLP  
(Philadelphia, PA)

*Len Surdyk*  
Surdyk & Baker (Chicago, IL)

**2:30 Networking Refreshment Break**

**2:45 To Settle or Not to Settle: When to Hold'em and When to Fold'em**

*Brett G. Rawitz*  
Managing Counsel- Labor Relations Litigation  
McDonald's Corporation (Oak Brook, IL)

*Deanna M. Beacham, Esq.*  
Assistant Vice President  
Mid Atlantic Specialty Office  
Chubb & Son (Warren, NJ)

*Barry Goldstein – Plaintiffs' perspective*  
Of Counsel  
Goldstein, Demchak, Baller, Borgen & Dardarian  
(Oakland, CA)

*Leslie Lajewski – Defense Perspective –  
Lead Panelist & Moderator*  
Member  
Coughlin Duffy LP (Morristown, NJ)

# Pre-Conference Workshops



9:00 a.m. – 12:00 p.m.  
(Registration Opens at 8:30 a.m.)

## Fundamentals of Wage and Hour Law

*Steven M. Sprenger (Plaintiffs' perspective)*  
Member/Managing Director  
Sprenger + Lang, PLLC  
(Washington, DC)

*Lorie E. Almon*  
Partner  
Seyfarth Shaw LLP  
(New York, NY)

*Gerald L. Maatman, Jr.*  
Partner  
Seyfarth Shaw  
(Chicago, IL)

Expensive wage and hour class actions are surging in numbers and are here to stay. In order to minimize costs and manage risk, you need to fully grasp the intricacies of wage and hour law. With all the rules, exemptions, definitions and exceptions, making sense of the fundamentals will help you to ensure compliance and address complex litigation issues in a cost-effective manner.

This workshop will take you through the ins and outs of the FLSA and California statutes, their practical impact, and concrete examples of what can get you on the hook for hefty damages awards and settlements. Topics will include:

- When an employee is exempt vs. non-exempt
- Key differences between California and federal legislation
- Using statistics, time and motion studies, and interview blitzes in exempt/non-exempt cases
- Overcoming common challenges with meal and rest periods
- New exposures and practical strategies for reducing risk in off-the-clock claims
- Key regulators and their roles: Scope of authority and types of action
- Practical effect of the new DOL regulations under the FLSA
- Ensuring compliance under the federal and California labor codes when compensating salaried and commissioned employers:
  - salary basis test
  - determining hours worked
  - regular rate of pay vs. bonuses, commissions, tips, etc.
  - weekly overtime calculation
  - special rules for certain employees
- Record-keeping requirements
- Settling wage and hour claims: Who is involved and what is the process

- How plaintiff attorneys have maximized settlement amounts
- Who controls the settlement process: Reconciling carrier vs. insured interests
- Key factors in deciding whether or not to settle
- Which types of claims garner the highest settlements
- Examples of successful settlement strategies for carriers and insureds
- Types of non-monetary relief for resolving a claim
- Resolving claims through mediation:
  - how cost-effective it can be for the parties
  - managing mediation costs
  - when to initiate mediation: special considerations for early vs. late stage mediation
  - how much flexibility in your position can be too much
  - when and how to broach sensitive issues
- Favorable settlement structures: Recent plaintiff and defense counsel examples
  - settlement funds vs. settlement pool
  - when to use bracketing

### 3:45 **EPL Risk Management in an Economic Downturn: How Carriers and Insureds Can Work Together to Reduce the Risk of Potential Claims**

*Joshua Frank*  
Vice President - Compliance, Labor and Employment  
DHL Global Business Services (Plantation, FL)

*Ellen Hoadley*  
Director of Risk Management  
Lexington Insurance Company (Boston, MA)

*Paul Lavelle*  
President  
LVL Claims (New York, NY)

*Leslie A. Lanusse – Lead Panelist & Moderator*  
Partner  
Adams & Reese (New Orleans, LA)

- Types of risk management services offered by carriers and how they can benefit insureds
- What employers need from their carrier
- How carriers can assist insureds with risk management functions
- Reducing exposure from mass layoffs
- Setting up and implementing risk management functions
- Which risk management tools are not being used to capacity: Toll free numbers, training, employee manuals and more
- Examples of successful and failed risk management techniques

Q & A

### 5:00 **Conference Concludes**



– January 20, 2009

1:00 p.m. – 4:00 p.m.  
(Registration Opens at 12:30 p.m.)

B

## Managing and Defending Retaliation Cases: Cost-Effective and Successful Strategies

*Louis Pechman*

Partner  
Berke-Weiss & Pechman LLP  
(New York, NY)

*Brian L. Pudenz*

Assistant Vice President  
Chubb & Son, a division of Federal Insurance Company  
(Dallas, TX)

*A. Craig Cleland*

Shareholder  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
(Atlanta, GA)

*Sharon P. Margello*

Shareholder  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
(Morristown, NJ)

Retaliation claims have increased 18% year-over-year – and, in light of dramatic 2008 U.S. Supreme Court cases, they will likely become employees' "weapon of choice". Since these cases can succeed, even in the face of an invalid discrimination claim, they are especially difficult to prevent and manage. With rising defense costs, damages awards and settlement amounts, proper management of these claims is critical for limiting costs and facilitating timely resolution.

This workshop will take you through a real-life case study of a retaliation claim to illustrate the do's and don'ts of managing the claim itself, your budget and key relationships. Ample time will be left for Q & A, so come prepared with your questions!

- Case study
- Nuts and bolts of a retaliation claim: Anatomy and life of a claim
- Immediate steps to take when a claim arrives at your door
- Managing retaliation cases from start to finish
- How carriers and defense counsel are approaching these claims
- Critical factors for assessing value and risk of retaliation cases
- Key developments since Supreme Court's *Burlington Northern* case
- How timing and causation affect case assessment and risk
- Participating in internal investigations as a protected activity
- Handling employee complaints that are ambiguous or unclear
- Managing cases where employees or employers act unreasonably
- When punitive damages are awarded in retaliation claims and how high they can go

## Global Sponsorship Opportunities

ACI, along with our sister organization based in London, C5 Conferences, works closely with sponsors in order to create the perfect business development solution catered exclusively to the needs of any practice group, business line or corporation. With over 350 conferences in the United States, Europe, the Commonwealth of Independent States (CIS) and China, ACI/C5 Conferences provide a diverse portfolio of first-class events tailored to the senior level executive spanning multiple industries and geographies.

For more information about this program or our global portfolio of events, please contact:

**Wendy Tyler**

Group Leader & Business Development Executive  
American Conference Institute

Tel: 212-352-3220 x242 | Fax: 212-220-4281  
w.tyler@AmericanConference.com

## Continuing Legal Education Credits



Accreditation will be sought in those jurisdictions requested by the registrants which have continuing education requirements. This course is identified as nontransitional for the purposes of CLE accreditation.

ACI certifies that the activity has been approved for CLE credit by the New York State Continuing Legal Education Board in the amount of 15.0 hours. An additional 3.5 credit hours will apply to workshop participation A or B.

ACI certifies that this activity has been approved for CLE credit by the State Bar of California in the amount of 12.75 hours. An additional 3.0 credit hours will apply to workshop participation A or B.

ACI has a dedicated team which processes requests for state approval. Please note that event accreditation varies by state and ACI will make every effort to process your request.

## CPE Accreditation



ACI will apply for Continuing Professional Education credits for all conference attendees who request credit. There are no pre-requisites and advance preparation is not required to attend this conference.

Course objective: Update on the Employment Practices Liability Insurance procedures to prevent inappropriate payments.

Recommended CPE Credit: 15.0 hours and 3.5 hours for workshop participation A or B.

Registered with the National Association of State Boards of Accountancy as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses. Complaints regarding sponsors may be addressed to NASBA, 150 Fourth Avenue North, Suite 700, Nashville, TN 37219-2417, (615) 880-4200.

To request credit, please check the appropriate box on the Registration form.

14<sup>th</sup> Annual Conference on

# EMPLOYMENT PRACTICES LIABILITY INSURANCE

Fighting the Tide of Expensive Litigation and Increased Risk

January 21-22, 2009 | The Helmsley Park Lane Hotel, New York City

## REGISTRATION FORM

### PRIORITY SERVICE CODE

S

ATTENTION MAILROOM: If undeliverable to addressee, please forward to:  
EPL Claims/Underwriting, Employment Counsel, Risk/HR Manager



Can be recycled

CONFERENCE CODE: 645I09-NYC

☐ YES! Please register the following delegate for EMPLOYMENT PRACTICES LIABILITY INSURANCE

### CONTACT DETAILS

NAME	POSITION	
APPROVING MANAGER	POSITION	
ORGANIZATION		
ADDRESS		
CITY	STATE	ZIP CODE
TELEPHONE	FAX	
EMAIL	TYPE OF BUSINESS	

FEE PER DELEGATE	Register & Pay by Dec 10, 2008	Register & Pay by Jan 14, 2009	Register after Jan 14, 2009
<input type="checkbox"/> Conference Only	\$1895	\$1995	\$2195
<input type="checkbox"/> Conference & Workshop <input type="checkbox"/> A or <input type="checkbox"/> B	\$2495	\$2595	\$2795
<input type="checkbox"/> Conference & Both Workshops	\$3095	\$3195	\$3395
Group Discounts are available. Please email or call for more details			
<input type="checkbox"/> I would like to add ___ copies of the conference materials on CD-ROM to my order – \$299 each			
<input type="checkbox"/> I cannot attend but would like information regarding conference publications			
<input type="checkbox"/> Please send me information about related conferences			

### PAYMENT

Please charge my ☐ VISA ☐ MasterCard ☐ AMEX ☐ Please invoice me

NUMBER EXPIRY

SIGNATURE

(for credit card authorization and opt-in marketing)

☐ I have enclosed my check for \$\_\_\_\_\_ made payable to  
**American Conference Institute** (T.I.N.—98-0116207)

☐ Wire Transfer (\$USD)

Please quote the name of the attendee(s) and the event code 645I09 as a reference.

Bank Name: M & T Bank

Address: One Fountain Plaza, Buffalo, NY 14203, USA

Swift / ABA No: 022 0000 46

Account Name: American Conference Institute

Account Number: 16485906

## Top Reasons to Attend

- Re-assess risk based on new and emerging trends in damages awards
- Hear the latest EPLI market trends, statistics, and industry responses to competitive pressure
- Get best practices for avoiding wage and hour litigation, retaliation claims, and new types of discrimination claims
- Network and forge relationships with industry leaders

### Registration Fee

The fee includes the conference, all program materials, continental breakfasts, lunches, refreshments and complimentary membership of the ACI Alumni program.

### Payment Policy

Payment must be received in full by the conference date. All discounts will be applied to the Conference Only fee (excluding add-ons), cannot be combined with any other offer, and must be paid in full at time of order. Group discounts available to individuals employed by the same organization.

### Cancellation and Refund Policy

You must notify us by email at least 48 hrs in advance if you wish to send a substitute participant. Delegates may not "share" a pass between multiple attendees without prior authorization. If you are unable to find a substitute, please notify **American Conference Institute (ACI)** in writing up to 10 days prior to the conference date and a credit voucher valid for 1 year will be issued to you for the full amount paid, redeemable against any other ACI conference. If you prefer, you may request a refund of fees paid less a 25% service charge. No credits or refunds will be given for cancellations received after 10 days prior to the conference date. **ACI reserves the right to cancel any conference it deems necessary or remove/restrict access to the ACI Alumni program and will not be responsible for airfare, hotel or other costs incurred by registrants. No liability is assumed by ACI for changes in program date, content, speakers, venue or arising from the use or unavailability of the ACI Alumni program.**

### Hotel Information

**American Conference Institute** is pleased to offer our delegates a limited number of hotel rooms at a preferential rate. Please contact the hotel directly and mention the "EPLI" conference to receive this rate:

Venue: The Helmsley Park Lane Hotel  
Address: 36 Central Park South, New York, NY 10019  
Reservations: 800-221-4982 or 212-371-4000

### Incorrect Mailing Information

If you would like us to change any of your details please fax the label on this brochure to our Database Administrator at 1-877-927-1563, or email [data@AmericanConference.com](mailto:data@AmericanConference.com).

## 5 Easy Ways to Register



MAIL

**American  
Conference Institute**  
41 West 25th Street  
New York, NY 10010



PHONE

888-224-2480



FAX

877-927-1563



ONLINE

[AmericanConference.com/EPLI](http://AmericanConference.com/EPLI)



EMAIL

CustomerService  
[@AmericanConference.com](mailto:@AmericanConference.com)

### CONFERENCE PUBLICATIONS

To reserve your copy or to receive a catalog of **ACI** titles go to [www.aciresources.com](http://www.aciresources.com) or call 1-888-224-2480.

### SPECIAL DISCOUNT

We offer special pricing government employees.  
Please email or call for details.

Promotional Discounts May Not Be Combined. **ACI** offers financial scholarships for government employees, judges, law students, non-profit entities and others. For more information, please email or call customer care.